

**From:** "Blair Taylor" <btaylor@memphistomorrow.org>  
**To:** "William L. Gibbons (wgibbons)" <wgibbons@memphis.edu>  
**CC:** "Ben Adams" <badams@bakerdonelson.com>  
"Linda Russell" <lRussell@memphiscrime.org>  
**Date:** 3/15/2018 11:40:51 AM  
**Subject:** RE: Payments on MPD Recruitment/Retention

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Two things:

1. Since you sent the invoices in February, the best thing now is for you to have Sam email their assistants, providing a copy of the invoice, letting them know that we have a payment due to the City of Memphis this month and in order to make that payment are depending on getting their payments in during this month which is the same month they paid last year. If I were you I would carefully craft this email – to come from Sam -- myself, imagining that the assistant might show it to their boss. The other scenario is that the assistant just follows up with the appropriate people that he/she presumably forwarded it to for payment when they received it in the mail.
2. Going forward for all communications and "mailings" of invoices and letters, it's best to use email vs mail, because:
  - a. Establishing an email relationship with them is helpful because it's faster and easier and more engaging.
  - b. the conversations are much more easily trackable for all parties involved. And they are much more likely to say in an email reply (rather than a letter or phone call reply), "ok thanks Bill, we're processing payment" or some such thing. This also helps build the direct relationship per above.
  - c. for them, the emailed invoices/communication are more easily/immediately forwardable to their appropriate people with a quick note from them directing them to handle payment or give specific instructions.
  - d. You can copy the assistants and Sam, and then have Sam more easily follow-up with the assistants as needed to expedite mailing.

Blair Taylor  
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From: William L. Gibbons (wgibbons) [mailto:wgibbons@memphis.edu]  
Sent: Thursday, March 15, 2018 10:14 AM  
To: Blair Taylor <btaylor@memphistomorrow.org>  
Cc: Ben Adams <badams@bakerdonelson.com>; Linda Russell <lRussell@memphiscrime.org>  
Subject: Re: Payments on MPD Recruitment/Retention

Blair,

Just to clarify, did you want me to go ahead and email the invoices to Bill Rhodes, Bryan Jordan, and Karl Schledwitz that we sent them by regular mail in early February ? (Is there any chance that would irritate them ?)

With the \$420,000 coming from MT, we should have enough to cover the \$1.5 million to the City on

March 31 - although barely.

Bill Gibbons  
Executive Director  
Public Safety Institute

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317 Robison Hall  
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From: William L. Gibbons (wgibbons)  
Sent: Wednesday, March 7, 2018 6:44 PM  
To: [btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)  
Cc: Ben Adams; Linda Russell  
Subject: Re: Payments on MPD Recruitment/Retention

Wow ! OK.

Bill Gibbons  
Executive Director  
Public Safety Institute

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From: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Sent: Wednesday, March 7, 2018 5:49 PM  
To: William L. Gibbons (wgibbons)  
Cc: Ben Adams; Linda Russell  
Subject: RE: Payments on MPD Recruitment/Retention

Great. Thanks! Double check last/updated agreement – I think the payment you're going to owe more like \$1.9M.

Which should not be a problem because in addition to below, you'll have \$420K coming from MT in march.

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From: William L. Gibbons (wgibbons) [<mailto:wgibbons@memphis.edu>]  
Sent: Wednesday, March 7, 2018 5:10 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Cc: Ben Adams <[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)>; Linda Russell <[lrussell@memphiscrime.org](mailto:lrussell@memphiscrime.org)>  
Subject: Re: Payments on MPD Recruitment/Retention

No because I do not have email addresses for any of them except Bryan Jordan, Dave Slott, and Eric Bolton.

We did email you copies, according to Sam., but I will have her email them to you again (just the ones that are still outstanding).

**Bill Gibbons**  
Executive Director  
Public Safety Institute



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From: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Sent: Wednesday, March 7, 2018 5:02 PM  
To: William L. Gibbons (wgibbons)  
Cc: Ben Adams; Linda Russell  
Subject: RE: Payments on MPD Recruitment/Retention

Ok. I'll follow up with these folks. Were the invoices emailed in addition to snail-mailed? Can you please forward me each of the emails/invoices?

Blair Taylor  
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Memphis Tomorrow  
22 North Front Street, Suite 670  
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From: William L. Gibbons (wgibbons) [mailto:[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)]  
Sent: Wednesday, March 7, 2018 4:53 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Cc: Ben Adams <[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)>; Linda Russell <[lrussell@memphiscrime.org](mailto:lrussell@memphiscrime.org)>  
Subject: Payments on MPD Recruitment/Retention

Blair,

Just a reminder that, unless the agreement is amended again, we will owe the City of Memphis \$1,527,862.50 at the end of March.

We have slightly over \$1.1 million in the bank earmarked for the MPD recruitment/retention effort, which makes us a little over \$400,000 short.

Based on when various businesses had paid last year or committed to pay this year, the following invoices were sent out in early February:

American Residential Services - \$5,000

AutoZone - \$250,000

Baptist Healthcare - \$50,000 (PAID)

Dobbs Management - \$10,000

First Horizon - \$250,000

Methodist Healthcare - \$50,000 (PAID)

Mid-America Apartments - \$12,500

Monogram Foods - \$12,500

Southeastern Asset Management - \$250,000 (PAID)

Total outstanding invoices - \$540,000.

Hope that helps.

**Bill Gibbons**

Executive Director

Public Safety Institute

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